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AGREEMENT

Between

THE CITY OF TRENTON
Mercer County, New Jersey



and



TRENTON, N.J. SUPERVISORY
EMPLOYEES LOCAL NUMBER 2281
of the American Federation
of State, County and
Municipal Employees, AFL- CIO

11-15-83
1983 - 1984



OFFICERS

EDWARD CAMPBELL

President

WALTER KRAWCZUN

Vice President

ALBERT P. VRANCIK

Secretary

WALTER MOTCHNIK

Treasurer

THIS AGREEMENT, made this 4th day of November, 1983, by and between:

CITY OF TRENTON, a municipality in the County of Mercer, State of New Jersey, hereinafter referred to as "the City,"

and:

TRENTON, NEW JERSEY SUPERVISORY EMPLOYEES, LOCAL #2281, AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES, AFL-CIO, hereinafter referred to as the "Union."

WITNESSETH:

WHEREAS, the parties hereto have carried on collective bargaining negotiations for the purpose of establishing conditions under which employees shall be employed to work for the City, and procedures for the presentation and resolution of grievances and to establish proper working conditions, and other conditions of employment thereby insuring harmonious relations, cooperation and understanding between the City (Employer) and the Union.

WHEREAS, the parties recognize that this Agreement is not intended to modify any of the discretionary authority vested in the City by the statutes of the City of Trenton; and,

WHEREAS, it is the intention of this Agreement to provide, where not otherwise mandated by statute or ordinance, for the salary structure, fringe benefits and employment conditions of the employees covered by this Agreement, to prevent interruptions of work and interference with the efficient operations of the City and to provide an orderly and prompt method of handling and processing grievances;

NOW THEREFORE, in consideration of these premises and mutual agreements herein contained, the parties hereto agree with each other with respect to the employees of the Employer, as hereinafter defined, recognized as being represented by the Union as follows:

ARTICLE I RECOGNITION

Section 1.01

The City recognizes the Union as the sole and exclusive bargaining agent for the purpose of establishing wages, hours, and other conditions of employment for all its employees in the classifications listed under Appendix A attached hereto and by reference made a part of this Agreement and for such additional classifications as the parties may later agree to include.

Section 1.02

Employees of the Employer who may be designated by the Union to participate in collective bargaining meetings called for the purpose of the negotiation of a collective bargaining agreement will be excused from their work assignments provided, however, that no more than six (6) employees shall be excused for any bargaining session.

Section 1.03

The City and the Union shall meet periodically for the purpose of reviewing the administration of the agreement and to discuss problems which may arise therefrom. Either party may request such a meeting

and shall submit a written agenda of topics to be discussed at least one week prior to such meeting. If such meetings are held during normal work hours, the Union representatives shall be granted time off to attend without loss of pay.

ARTICLE II

DEDUCTION OF DUES

Section 2.01

The City agrees to deduct Union dues, through a Union checkoff system, from the pay of the Union members, and to remit such deductions to the official designated by the Union in writing to receive such deductions. The Union will notify the City in writing thirty (30) days prior to any change in such dues. The Union agrees to file a dues deduction authorization form with the City for each employee, prior to such deductions. The Union recognizes that this authorization form shall remain in effect unless terminated by the employee upon written notice of withdrawal or by termination of his/her employment. The filing or withdrawal must be submitted during the period of July 1 through July 15 for the withdrawal to be effective.

Section 2.02

The Employer agrees that it will reimburse the Union for any dues not deducted from the employee's check, unless such notice of withdrawal is received or said employee is terminated from the Employer's service.

Section 2.03

The Employer agrees to provide the Union with

the names, titles, and work locations of any employees entering the bargaining unit, whether through promotion or through being newly hired.

Section 2.04

Any employee in the bargaining unit on the effective date of this Agreement who does not join the Union within thirty (30) days thereafter, any new employee who does not join within ninety (90) days of initial employment within the unit, and any employee previously employed within the unit who does not join within ten (10) days of reentry into employment within the unit shall, as a condition of employment, pay a representation fee to the Union by automatic payroll deduction. The representation fee shall be in an amount equal to eighty-five percent (85%) of the regular union membership dues, fees, and assessments as certified to the Employer by the Union. The Union may revise its certification of the amount of the representation fee at any time to reflect changes in the regular union membership dues, fees and assessments. The union's entitlement to the representation fee shall continue beyond the termination date of this agreement so long as the Union remains the majority representative of the employees in the unit, provided that no modification is made in this provision by a successor agreement between the Union and the Employer. For the purposes of this provision, employees employed on a ten (10) month basis or who are reappointed from year to year shall be considered to be in continuous employment.

The Union shall indemnify and hold the Employer harmless against any and all claims, demands, suits and other forms of liability that may arise out of, or by reason of any action taken or not taken by the

Employer in conformance with this provision.

ARTICLE III MANAGEMENT RIGHTS

Section 3.01

The employees recognize that areas of responsibility must be reserved to the City to serve the public effectively. Therefore, the right to manage the affairs of the City and to direct the working forces and operations of the City, subject to the limitations of this Agreement, is vested and retained by the City exclusively.

Section 3.02

The management and the conduct of the business of the City and the direction of its working force are the rights of the Employer. The Employer shall have the right, subject to the limitations of this Agreement, to hire employees, to designate into a job classification, assign, transfer, and promote them, discipline or discharge them for cause, and in general to maintain discipline, order and efficiency consistent with the Rules and Regulations of the Civil Service Commission.

ARTICLE IV GRIEVANCE PROCEDURE

Section 4.01

Any grievance or dispute which may arise between the parties including the application, meaning, or interpretation of this Agreement, shall be settled in the

following manner:

- STEP 1.** The Union Steward, with or without the employee, shall take up the grievance or dispute with the employee's immediate supervisor within ten (10) working days of its occurrence. The discussion and resolution of grievances at the first step shall be on an oral and informal basis. The employee's supervisor shall attempt to adjust the matter and shall respond to the Steward within two (2) working days.
- STEP 2.** If the grievance has not been settled it shall be presented in writing by the Union Steward within three (3) working days of the disposition by the employee's immediate supervisor to the Division Director or equivalent. The Division Director shall investigate the grievance and shall dispose of it within three (3) working days. If the employee or Union Steward does not receive a written reply within three (3) working days or if he is not satisfied with the disposition of his grievance, he shall continue on to step three.
- STEP 3.** If the grievance shall remain unadjusted, it shall be presented by the Union President or his representative to the Department Director, in writing, within five (5) working days after the response of the Division Director is due. The Department Director shall respond to the Union President or his representative within five (5) working days after the receipt of the grievance.
- STEP 4.** If the grievance is still unadjusted or the Union and employee is not satisfied with the disposition of the grievance, the employee shall within three (3) working days of the receipt of the Department Director's response present his grievance.

ance in writing to the Assistant Business Administrator requesting that a Grievance Committee be formed. Within five (5) working days of receipt of request the Assistant Business Administrator shall call the Grievance Committee into session. The Procedures as herein before stated shall be followed before a grievance can be submitted to the Grievance Committee. All grievances are required to be submitted in writing on the appropriate forms agreed to by Employer and Union and supplied by the Department of Administration.

4A. Grievance Committee - Procedures

The Grievance Committee shall meet immediately upon being called into session and shall promptly consider, review and determine such grievance and render a report of its findings to all parties concerned within five (5) working days from the date of the last meeting or session.

4B. Grievance Committee - Members

Authority is hereby given to establish a Grievance Committee consisting of three members. One member shall be appointed by the Business Administrator, one member selected by the complainant and/or Union, and these two members shall select the third member from an already established list agreed to by the Employer and Union. The Assistant Business Administrator acting as Personnel Officer, shall serve as Secretary to the Grievance Committee. He shall be responsible for notifying members of meeting dates and for supplying secretarial assistance to the Committee.

4C. Powers and Duties

The Grievance Committee is empowered to re-

ceive, investigate, adjust, and adjudicate grievances, as herein defined, submitted to it in accordance with the procedures subsequently set forth. The jurisdiction of the Committee is limited to grievances of City employees. The Committee shall promptly consider all grievances properly presented to it and take such necessary action as is required. The merits of all grievances shall be considered objectively, with due consideration to the harmonious interrelationship that is sought to be achieved among employees of the City and for the best interest of the public. The Committee at its discretion may conduct an informal hearing, request individuals to appear at such informal hearing and give testimony, and establish rules for the conduct of its proceedings and hearings, not inconsistent with the provisions set forth. The Committee shall make a determination of the grievance and, shall reduce the same to a written decision, which shall be forwarded to the Business Administrator with copies being sent to all parties concerned. The Business Administrator shall review the report of the Grievance Committee for conformance to City Ordinance, State Law, and established City policy, and shall submit a **report regarding any such nonconformance** to the Grievance Committee, the Department Director, and the aggrieved employee within ten (10) working days from the date of his receipt of the Committee's decision.

4D. Meetings

A suitable place for the Grievance Committee shall be provided by the Assistant Business Administrator.

4E. Appearance at Meeting

An employee and/or authorized representative will be allowed such time off from his or her regular duties as may be deemed necessary and reasonable for the process of a grievance without loss of pay or other time credits.

4F. Right of Appeal

Nothing herein is intended to deny any employee the right of appeal as expressly granted in the Revised Civil Service Rules for the State of New Jersey. Nothing herein shall prevent an employee from processing his own grievance, provided the Grievance Committee may be present.

4G. Where an employee has exercised his right of appeal as expressly granted in the Revised Civil Service Rules or Statutes of New Jersey, there shall be no right to arbitration under the provisions of this article.

STEP 5. Arbitration

If the grievance is still unsettled, either party (Employer or Union) may, within ten (10) working days after the reply of the Business Administrator is due, by written notice to the other, request arbitration. The Employer and the Union agree to grant the request of the other Party for meetings to discuss the grievance pending at Steps 2, 3, 4, or 5 above.

5A. Within seven (7) days following presentation of such request, the party demanding arbitration shall request the New Jersey Public Employment Relations Commission to appoint an arbitrator to hear the arbitration in the manner set forth in Rule 19:11-14, Rules and Regulations and Statement of Procedure of the New Jersey Public Em-

ployment Relations Commission.

- 5B. The decision of the Arbitrator shall be in writing and shall include the reasons for each finding and conclusion.
- 5C. The decision of the Arbitrator shall be final and binding on the Union and the Employer.
- 5D. In the event of a change in the law governing the New Jersey Public Employment Relations Commission or its rules and regulations which would in any way affect the method of selection of an arbitrator then, in the alternative, the party demanding the arbitration shall request the American Arbitration Association to submit a list of nine (9) arbitrators from which the parties may make a selection of the arbitrator. If the parties fail to agree on the selection of the arbitrator from the list, each party shall alternately strike one name until only one name remains and that party shall be the arbitrator of the issue or issues to be arbitrated. The cost of the arbitrator's services, if any, shall be shared by both parties and each of the parties shall bear its own costs.
- 5E. Nothing herein contained shall subject the matters of established wages, hours, other fiscal benefits, or Union recognition to arbitration, it being the specific intention that Article IV relating to grievance procedures shall apply only to the settlement of disputes, differences, or grievances between the Employer and any employee or between the Employer and the Union as set forth in Steps 2, 3, or 4 above.
- 5F. The Union will notify the Employer in writing of the names of employees who are designated by the Union to represent employees under the griev-

ance procedure. Employees so designated by the Union will be permitted to confer with other Union representatives, employees and with Employer representatives regarding matters of employee representation during working hours without loss of pay.

ARTICLE V

UNION STEWARD AND UNION REPRESENTATION

Section 5.01

The Employer recognizes and shall deal with the accredited Union Steward and/or Union President or his designated representative in all matters relating to grievances and interpretation of this Agreement.

A written list of the Union Officials and Stewards shall be furnished to the Employer immediately after their designation and the Union shall notify the Employer promptly of any changes of such Union Stewards or Officers.

The Union President, (or in his absence or unavailability, his designee, who shall be a member of the Executive Board of Local #2281), shall be granted a reasonable amount of time during his regular working hours, without loss of pay, to conduct Union business relating to grievances or the interpretation of this Agreement.

No Union officer shall leave his work without first obtaining the permission of his immediate supervisor, which permission shall not be unreasonably withheld.

Section 5.02

Representatives of the Union, who are not em-

employees of the Employer, shall be permitted to visit with employees during working hours at their work stations for the purpose of discussing Union representation matters. Such representatives shall also be recognized by the Employer as authorized spokesmen for the Union in meetings between the parties regarding employee representation.

Section 5.03

Any notice of disciplinary action in which the hearing may result in suspension of more than 5 days, demotion, or termination must be served on the employee no less than 15 days prior to the date of the hearing. Any notice of disciplinary action with a possible suspension of 5 days or less must be served on the employee after the three day cooling off period and no less than 3 days prior to the date of the hearing. A copy of the preliminary notice of disciplinary action must be sent to the Union simultaneously.

The hearing officer shall be the Director of the Department in which the employee works, unless that Director disqualifies himself for reasons of conflict. It shall be the role of the hearing officer to control and direct all hearings in an orderly fashion.

The employee is entitled to have a Union representative at the hearing who may speak in his/her behalf. The employee is not required to be a witness in his/her own defense, but if he/she does testify or speak in his/her own behalf, such testimony shall be subject to cross-examination.

Hearings shall be conducted in the following manner:

1. The hearing officer shall identify all parties present and read the charges and specifications for which the hearing is being held.

2. The supervisor presenting the charges which may be the Department Director, shall give his/her case first, including the presentation of witnesses, explaining the charges, and presenting relevant facts, etc.
3. The employee or his/her representative may cross-examine.
4. The employee or his/her representative shall present his/her case, including the presentation of witnesses, defense against the charges, presenting relevant facts, etc.
5. The supervisor may cross-examine.
6. The supervisor presents summary and rebuttal.
7. The employee or his/her representative presents summary and rebuttal.

Only those persons with legitimate roles in the hearing may participate; the hearing officer may rule as out of order any question posed by either side which the hearing officer deems to be irrelevant to the subject of the hearing. The hearing officer may question any of the participants in the hearing at any time.

Section 5.04

In any disciplinary action in which the employee appeals the decision on the grounds that the hearing officer was in conflict of interest and that the decision of the hearing officer was improper, the employee may request that the discipline be stayed pending the outcome of the appeal. Such request may only be made in cases of suspensions of twenty (20) days or more or dismissal. Such appeal shall be handled in an expeditious manner.

ARTICLE VI DISCRIMINATION

Section 6.01

The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination as to age, sex, marital status, race, color, creed, national origin, political affiliation or union membership. The Union shall share equally with the Employer the responsibility for applying this provision of the Agreement. All references to employees in this Agreement designate both sexes, and whenever the male gender is used, it shall be construed to include male and female employees.

ARTICLE VII EMPLOYMENT SECURITY

Section 7.01

Neither the Employer nor its agents shall take any summary disciplinary action against any employee, except where the employee refused to act upon a direct working order especially in cases where that employee's supervisor's ability to carry out his job is severely questioned or endangered or except where violence and/or health and safety of himself or other employees may be involved.

Section 7.02

There shall be a three (3) working day "cooling off" period following the incident which may require disciplinary action, after which time the Employer shall serve on the employee and/or Union a

written notice of the intended disciplinary action and set the date of the hearing notifying the employee and Union of the time and place.

Section 7.03

After the hearing and disciplinary action is taken, then the employee and/or Union shall be able to invoke the approved Grievance Procedure, at the fourth (4) step level.

This shall in no way be construed to include the termination of a temporary or provisional employee with no permanent status.

**ARTICLE VIII
SENIORITY**

Section 8.01

Seniority standing shall be granted to all employees.

Section 8.02

Employment seniority shall consist of continuous employment with the Employer, City of Trenton.

Section 8.03

Position or title classification seniority begins from the time the employee is certified to that Civil Service position or title by the Civil Service Commission. Layoff or demotions of permanent employees shall be as provided by N.J.A.C. 4:1-16.3.

Section 8.04

Notice of all vacancies shall be posted on all employee bulletin boards, for a period of five (5) work-

ing days. Newly created positions or vacancies are to be posted in the following manner: the type of work, place of work, rate of pay, hours of work, and classification. Employees on authorized absence during the full period of posting will be considered candidates. All interested employees shall sign the posting.

Section 8.05

Seniority lists shall be brought up to date on July 1 and January 1 of each year and posted on employee bulletin boards. Such lists shall contain date of hire, employee's classification and the number of vacation and sick days earned. A copy of all seniority lists shall be sent by mail to the Secretary or President of the Union.

Section 8.06

In filling temporary vacancies in higher titles, the Employer shall first consider employees in the next lower title within the work unit. If the employees possess the necessary skills and requirements of the position, appointment to the higher title shall be based upon seniority. If employees in the next lower title do not possess the necessary skills, or do not otherwise meet the requirements of the position, the Employer shall consider other employees in the work unit who might meet the requirements of the position before filling the position with someone not normally in that work unit.

The principle of seniority shall govern and control in all cases of decreases or increases of the working force, as well as preference in assignment to shift work, choice of vacation period, and in any other matter in which preference is a factor.

Section 8.07

Each Division Director shall be responsible for determining whether an employee is needed to work out of title, and for requesting approval of such assignment from the Department Director and the Business Administrator.

Employees temporarily assigned to higher titles will receive the pay of the higher title for all days so assigned when such assignment takes place over a period of two or more consecutive work days. Employees temporarily assigned to higher titles for single days will not receive pay of the higher title.

Assignment to a higher title can only be made with the approval of the Department Director and the Business Administrator.

Section 8.08

Prior to lay-offs, written notice shall be given to permanent City employees. The amount of advance notice shall be based on the number of years of service provided by the employee. Those employees with up to fifteen (15) years of service shall be given forty-five (45) days notice. Employees with more than fifteen (15) years, but less than twenty (20) years of service shall be given sixty (60) days notice. Employees with more than twenty (20) years, but less than twenty-five (25) years of service shall be given seventy-five (75) days notice. And employees with more than twenty-five (25) years of service shall be given ninety (90) days notice.

All temporary or provisional employees financed through local tax dollars shall be given at least thirty (30) days written notice prior to lay-offs.

While the City shall make every effort to notify all temporary or provisional employees financed

through State and Federal grants at least thirty (30) days prior to lay-offs, it is understood that circumstances may not always allow such advance notice.

When an employee is recalled from lay-off and reinstated, he is considered to have continuous service credit for computation of future earned vacations, longevity, and sick time; except that the calculation of the total period of continuous service does not include the length of the period of the lay-off.

ARTICLE IX WORK SCHEDULES

Section 9.01

The work week shall consist of five (5) consecutive days, Monday through Friday, except for employees in continuous operations. The regular starting time of work will not be changed without reasonable notice to the affected employees and without first having discussed such changes and the need for same with the representatives of the Union. The Employer agrees that there shall be a fifteen (15) minute break during each one-half shift as long as it does not interfere with the efficiency of the operation of the job.

ARTICLE X OVERTIME

Section 10.01

Overtime shall be assigned and paid according to the provisions of Sections 9.200-8 of the City of Trenton Personnel Handbook. Specifically, there

shall be three categories of overtime compensation: compensatory time, cash payment, or a combination of compensatory time and cash payment. These three categories are set forth in Section 9.208.

Section 10.02

Employees who are required to work in excess of their normal work day or work week shall be granted compensatory time off on a straight hour for hour basis for any hours or parts of hours worked in excess of the number of hours an employee is normally required to be on duty in any work week.

No employee shall be entitled to be granted compensatory time unless such time is ordered, authorized or approved by his Department Director; such order, authorization, or approval is to be recorded and maintained with the records of his Department in form to be determined by the Department Director involved and approved by the Business Administrator.

Section 10.03

Compensatory time off may be scheduled at the employee's convenience with the prior approval of the appropriate supervisor. The Department Director, however, by reason of variation in the pressure of municipal business, reserves the right to require an employee to take compensatory time off.

Upon separation, accumulated compensatory time shall be reimbursed on a time and one half (1½) basis for the most recently accumulated time up to twenty-five (25) hours and on an hour for hour basis beyond twenty-five (25) hours. In the case of an employee's death, reimbursement shall be made to his/her estate.

Section 10.04

- A. An employee notified to report for work two hours before the established normal starting time shall be entitled to a breakfast meal furnished or paid for by the City. Time to obtain this meal shall be provided prior to 10:00 a.m.
- B. During emergency situations, an employee will be allowed one meal each shift worked after the normal work shift. Time to obtain this meal shall be provided except that the meal must be obtained from the nearest open facility.

For the purpose of this section, each meal shall not exceed \$5.00.

Section 10.05

When employees accumulate compensatory time balances, the appointing authority will provide administrative procedures to assure the employee that such compensatory balances will be scheduled as time off or alternatively paid in cash.

A maximum of twenty-five (25) hours of compensatory time may be accrued by an employee. Where the balance exceeds twenty-five (25) hours, the employee and the supervisor will schedule such compensatory time off. Such schedule shall take into consideration utilization of vacation leave and the workload of the unit and should be as satisfactory to both the City and the employee as possible; however, the City's needs will be considered paramount.

Nothing in this provision shall be construed to mean that twenty-five (25) hours of compensatory time accumulated is an acceptable amount for which the employee will receive payment automatically; rather, compensatory time shall be taken off within

the same workweek in which it is earned unless the employee has received prior administrative approval to carry over compensatory time.

ARTICLE XI WORK RULES

Section 11.01

The Employer may establish reasonable and necessary rules of work and conduct for employees. Such rules shall be equitably applied and enforced.

Section 11.02

Any new rules or modification of existing rules governing working conditions shall first be negotiated with the Union.

ARTICLE XII SAFETY AND HEALTH

Section 12.01

The Employer shall at all times maintain safe and healthful working conditions. The Employer and the Union shall each designate a Safety Committee member. It shall be their joint responsibility to investigate and correct unsafe and unhealthful conditions. Corrective action will be initiated within 45 days of identification of the condition and such correction shall take place in as expeditious a manner as possible. The Safety Committee shall meet periodically as necessary to review safety conditions in general and to make recommendations to either or both parties when

appropriate. The Safety Committee member representing the Union shall be permitted reasonable opportunity to visit work locations throughout the Employer's facilities for the purpose of investigating safety and health conditions during working hours with no loss of pay.

Section 12.02

The City shall attempt to insure that all physical exams, where appropriate, given to new employees are thorough; that time test and x-ray examinations and other health tests, where possible, shall be made available. Particular attention shall be given to those employees engaged in high risk jobs.

Section 12.03

For on the job injuries involving loss of work time, the City will cover the difference between the temporary payable pursuant to the schedule of payments under the Workmen's Compensation law and full salary for not more than a one (1) year period. Loss of time due to work injuries, confirmed by the treating physician, shall not be charged against sick leave or vacation time. Loss of time greater than one (1) year will be at the applicable temporary compensation rate. Employees, at that time, continue to have the option of using accrued sick and vacation time on a full or pro-rated basis. Lost time less than one (1) week (seven days, including Saturday and Sunday) does not qualify for temporary compensation. However, the City will pay full wages during this term as part of the one (1) year period.

The appointing authority may require proof of injury on a periodic basis whenever such requirement

appears reasonable.

Employees on injury time shall be responsible for notifying their supervisor, and the person designated by the Business Administrator as responsible for coordinating workers' compensation claims, as to their place of confinement or of any subsequent change in their place of confinement.

Section 12.04

The Employer agrees to provide adequate air conditioning or ventilation for all offices in the summer. If the air conditioning fails to operate, with no chance of being fixed, and the inside temperature rises higher than 85 degrees, the employees assigned to the affected office(s) will be relocated to other offices, assigned to those duties which they may perform out of the office, or shall be reassigned to other offices.

The Employer agrees to provide heat in the winter and if the heating system fails to work and the temperature within an office falls below 60 degrees, the employees of the affected office will be relocated, assigned to duties which may be performed outside the office, or be reassigned to other offices.

Employees who cannot be relocated or assigned to duties appropriate to their titles in other departments or divisions may be released for the day, with pay.

The Employer will provide to essential supervisory personnel whose duties require that they work outdoors in the rain, foul weather gear, specifically a rain suit consisting of jacket and pants, a rain hat, and boots. The foul weather gear is the property of the Employer and must be returned to the Employer at the time the employee terminates.

ARTICLE XIII
CLASSIFICATIONS AND JOB DESCRIPTIONS

Section 13.01

The classifications for employees covered by this Agreement are attached hereto as Appendix A, and by reference are made a part of this Agreement.

Section 13.02

If, during the term of the Agreement, the Employer finds that new job descriptions and/or classifications should be established or that changes should be made in existing job descriptions and/or classifications, the Employer agrees to notify the Union at least thirty (30) days prior to any such changes and further, the Employer agrees to meet prior to any such changes with representatives of the Union to discuss the purposes and effects of any such changes in job descriptions and/or classifications.

ARTICLE XIV
SICK LEAVE

Section 14.01

Sick leave shall mean the absence of an employee because of illness, exposure to contagious disease, or attendance upon a member of his immediate family who is seriously ill and requires the care or attendance of such employee.

Section 14.02

The Employer shall grant the following sick leave:

- (a) Up to one (1) year of service - One (1) working

day for each month.

(b) After one (1) full year of service - Fifteen (15) days per year.

Section 14.03

After the first full year of service, the sick days shall be distributed on January 1. The employee shall accumulate sick days from year to year indefinitely. Any employee who shall be absent on sick leave after five or more consecutive working days shall be required to submit medical evidence substantiating the illness.

Employees, if absent for reasons that entitle them to sick leave, shall notify their department head, within a reasonable time, of the working day they are reporting off.

Section 14.04

Each employee who has been employed by the City for two (2) years or more may contribute to the voluntary sick leave bank two (2) days per year. Total sick leave bank accumulations shall not exceed four hundred and fifty (450) days. The Central Personnel Office shall maintain a record of contributions and withdrawals from the sick leave bank and forward a report to the Union at least twice a year. Participating employees may claim days from the bank only after all their personal sick leave, vacation, compensatory and personal time is exhausted. Claims may not be made against the bank for illness or injury resulting from a job connected condition which is being treated under a Worker's Compensation Claim. Childbearing is not considered to be an illness under the terms of this Agreement.

No employee may claim more than sixty (60) days

from the bank during any calendar year. Once an employee has used a total of sixty (60) days during any twelve (12) month period, he or she is not eligible for further withdrawals from the bank for a period of twelve (12) months of continuous service. An employee may present a claim only in cases of absences which involve a minimum of five (5) consecutive working days after using all of his/her own accumulated leave time. No partial days may be claimed.

The sick leave bank committee shall consist of one person from the City and one from the Union and one person mutually agreed upon by both parties. The sick leave bank shall take effect on January 1, 1984.

Upon presenting a claim to the sick leave bank, the employee or his designated representative must present a medical certificate signed by a licensed medical doctor indicating the nature of the illness or injury and an indication of when the employee will be able to return to normal duties. The City reserves the right to employ its own doctor to render an independent judgement.

Section 14.05

In consideration of the problems caused by excessive absenteeism, excessive tardiness or the abuse of sick leave, the Employer and the Union will collaborate to devise a program to reduce such abuse. This Absenteeism Program will be governed by guidelines mutually agreed to by the Employer and the Union and incorporated into a directive to be issued by Administration. Under this program, excessive absenteeism or tardiness could lead to disciplinary action.

ARTICLE XV

VACATIONS

Section 15.01

The Employer shall provide the following vacation schedule for all its employees:

(a) Up to one (1) year of service - One (1) day for each month.

(b) After one (1) year through eight (8) years - Twelve (12) working days.

(c) After eight (8) years through fifteen (15) years - Fifteen (15) working days.

(d) After fifteen (15) years through twenty-two (22) years - Twenty (20) working days.

(e) After twenty-two (22) years - Twenty-two (22) working days.

Vacations shall not be used in less than one half day increments.

Section 15.02

The Employer also agrees to allow the employee to accumulate no more than two years of vacation time. Anything over the two years of accumulation must be approved in writing by the Business Administrator.

When an employee has an earned vacation balance which has not been scheduled for use as of October 1, the supervisor will meet with the employee within one week to determine a schedule of such vacation use.

Section 15.03

After the first two full calendar years of service, vacations shall be distributed to the employee on January 1. If the employee resigns or terminates after taking vacation in advance of being earned, the

Employer has the right by law to hold back pay equal to the amount due.

Vacations shall be granted in accordance with the seniority provisions of this Agreement.

Vacations shall not be permitted until an employee has been employed with the City for at least six months.

Section 15.04

In instances where an employee is absent from work because of illness and has exhausted his available sick leave credits, he may request that any vacation leave which he has available be converted to sick leave. The Employer agrees to convert vacation leave to sick leave upon request regardless of any other previously scheduled vacation which may be pending.

Employees shall have the right to refuse to have their vacation leave converted to sick leave by so notifying the Employer and no such vacation leave shall be converted to sick leave unless so requested by the employee.

Section 15.05

All employees who retire under the provisions of the New Jersey Public Employees Retirement System shall be paid for unused vacation time which they could have utilized during the year in which they retire.

ARTICLE XVI

HOLIDAYS

Section 16.01

The following days shall be recognized and observed as paid holidays for 1983:

New Year's Day Friday, December 31
 Martin Luther King's
 Birthday Friday, January 14
 President's Day Monday, February 21
 Good Friday Friday, April 1
 Memorial Day Monday, May 30
 Independence Day Monday, July 4
 Labor Day Monday, September 5
 Columbus Day Monday, October 10
 Election Day Tuesday, November 8
 Veteran's Day Friday, November 11
 Thanksgiving Day Thursday, November 24
 Day After Thanksgiving Friday, November 25
 Christmas Monday, December 26

The following days shall be recognized and observed as paid holidays for 1984:

New Year's Day Monday, January 2
 Martin Luther King's
 Birthday Monday, January 16
 President's Day Monday, February 20
 Good Friday Friday, April 20
 Memorial Day Monday, May 28
 Independence Day Wednesday, July 4
 Labor Day Monday, September 3
 Columbus Day Monday, October 8
 Veteran's Day Thursday, November 12
 Thanksgiving Day Thursday, November 22
 Day After Thanksgiving Friday, November 23
 Day Before Christmas Monday, December 24
 Christmas Day Tuesday, December 25

Section 16.02

Employees in the Department of Public Works who work in continuous operations will receive a

compensatory day off in consideration for working on any legal holiday which falls on a Saturday. When the legal holiday falls on a Saturday (except for Christmas and New Year's Day), employees in the Department of Public Works, Division of Sanitation will be scheduled to work on Monday through Thursday with one paid holiday. They will not be scheduled to work on Saturday, nor will they be paid. When Christmas and New Year's Day fall on a Saturday, the normal schedule will be in effect and employees in the Division of Sanitation will be off on Friday and Saturday with pay.

Section 16.03

Employees who work in continuous operations shall receive all of the above holidays either added to their vacations or as the employee needs them, plus a bonus of five (\$5.00) dollars per day for every holiday worked.

ARTICLE XVII

LEAVE WITH PAY FOR OFFICERS

Section 17.01

Leave with pay shall be granted to Union Officers or Delegates to Union Conventions, Institutes, Conferences and Seminars and for other union business as defined below, upon written request of the Union for a total not to exceed thirty (30) working days in the calendar year. (This time will not be chargeable.) Union business is defined as auditing books, preparation of union contract proposals, shop steward and officer training, agency shop conferences, and PEOPLE conferences.

Section 17.02

Any unused days shall be carried over from year to year.

ARTICLE XVIII LEAVES OF ABSENCE

Section 18.01

Funeral - Employees shall be granted a leave with pay for a death in their immediate family. Immediate family is defined to include: mother, father, spouse, sister, brother, daughter, son, mother-in-law, father-in-law, sister-in-law, brother-in-law, grandparents and grandchildren, or any relative of the employee's household. The leave shall be from the date of death to the beginning of the second working day after the date of burial. (This time is not chargeable.)

If the employee is starting or is on a scheduled vacation and there is a death in his/her immediate family, this time is to be charged to funeral leave rather than to vacation leave.

For Jewish employees who observe the traditional Jewish custom for funerals, the leave shall correspond to the time necessary for the employee to sit shivah.

Section 18.02

Employees shall be granted a one day leave with pay for the death of the employee's aunt, uncle, niece, or nephew. (This time is not chargeable).

Section 18.03

Sick Leave Without Pay - Permanent employees may request in writing a leave of absence without pay while temporarily either mentally or physically

incapacitated to perform their duties. Such leave shall be granted by the Employer for an initial period of six months, and may be granted for successive periods of six months each, not to exceed a total of two years.

Section 18.04

Union Employment - Upon written notice to the Business Administrator, up to two employees shall be granted a leave of absence without pay for employment with the Union for a period of two years.

Section 18.05

Jury Duty - An employee shall be granted a leave of absence with pay to serve on any jury. No employee shall be required to return any jury fees or compensation received by them for serving on jury duty.

Section 18.06

Military Service - Any employee who is a member of a reserve force of the United States or this State and who is ordered by the appropriate authorities to attend a training program or perform other duties under the supervision of the United States or this State shall be granted a leave of absence with pay during the period of such activity not to exceed thirty (30) days in any calendar year. Those who volunteer for such assignment will not be eligible for a leave of absence with pay.

Any employee who is drafted into active service in the armed forces of the United States while in the service of the Employer shall be granted a leave of absence without pay for the initial required period of military service.

Section 18.07

Employees returning from authorized leaves of absence as set forth above, shall be restored to their original classification at the then appropriate rate of pay with no loss of seniority or other employee rights.

Section 18.08

A permanent employee while on maternity leave may use earned and accumulated sick leave and an additional nine (9) months leave of absence without pay, when approved in writing by the Employer.

Section 18.09

The Union shall receive a copy of all requests for leaves of absence and any action taken by the Employer in regard to the request. A copy shall be sent to the president and/or secretary of the Union.

Section 18.10

A leave of absence without pay may be granted to an employee for up to six (6) months for legitimate personal reasons. Such leave may be extended for an additional six (6) months at the request of the employee.

**ARTICLE XIX
HEALTH AND WELFARE**

Section 19.01

The Employer agrees to continue fully paid coverage for all employees, spouses and dependents under the 14/20 Series of Blue Cross and Blue Shield Plan Rider J or to provide equivalent or better health

benefits coverage through a self-insurance program or independent carrier, as well as major medical coverage, or an amount equivalent for employees choosing the Health Maintenance Optional Plan. The City will confer with Union representatives before any change in the current plan is implemented. It is further agreed that the benefits received by eligible pensioners and their dependents under Resolution #76-722 and NJSA 52:14-17.38 will be continued under any carrier the City may choose.

Should the State of New Jersey upgrade the present 14/20 Series Blue Cross and Blue Shield Plan Rider J coverage for its employees and thereby make available such upgraded Plan to the City of Trenton through our present group coverage during the terms of this Agreement, the City agrees to upgrade said Plan for employees covered by this Agreement.

Section 19.02

The City also agrees to contract for a \$1.25 deductible prescription plan. A prescription drug plan or successor plan shall be provided for retirees unless and until such time the said retirees become eligible for a prescription drug plan from any other source. This benefit shall be provided to those who retire on or after January 1, 1983 who shall have at least 25 years of service or become permanently disabled in a service-connected incident. The co-pay or deductible amount for retirees is subject to an increase up to the amount of the co-pay for the State Medicaid Prescription Drug program.

Section 19.03

The City agrees to continue the contributory Dental Care Program to be funded equally by the City

and the employee.

Section 19.04

The City agrees to continue the Vision Care Reimbursement Program and will reimburse employees and eligible dependents not more than once each year \$30 for single vision lenses and \$35 for bifocal lenses.

**ARTICLE XX
LONGEVITY**

Section 20.01

The Employer shall pay the following longevity plan:

- | | |
|---|--------|
| (a) After five years of service | \$ 325 |
| (b) After ten years of service | 525 |
| (c) After fifteen years of service | 925 |
| (d) After twenty years of service | 1,125 |
| (e) After twenty-five years of service | 1,325 |
| (f) After thirty years of service | 1,525 |
| (g) After thirty years of service, \$200 will be added for every five years of service beyond the thirty years. | |

Section 20.02

Longevity pay will be administered as prescribed in Personnel Memorandum 18, except that the longevity increase in salary as listed in Article XX will be paid by increasing the employee's annual salary level as per the schedule in Article XX during the first pay period after the employee completes five, ten, fifteen, twenty, or twenty-five years of service. In other words, each employee will receive the amount indicated during the 26 pay periods following the completion of five, ten, fifteen, twenty, twenty-five

or more years of service.

Section 20.03

Effective January 1, 1985, the longevity schedule shall be as follows:

(a) After five years of service	\$ 325
(b) After ten years of service	525
(c) After fifteen years of service	1,225
(d) After twenty years of service	1,425
(e) After twenty-five years of service	1,625
(f) After thirty years of service	1,825
(g) After thirty years of service, \$200 will be added for every five years of service beyond the thirty years.	

ARTICLE XXI

PERSONAL LEAVE DAYS

Section 21.01

The Employer agrees to provide five (5) personal leave days per year. Employees shall notify their supervisor in advance of the time when they wish to take their personal leave days. Upon retirement or death, an employee or his/her estate shall be paid for all unused personal leave days which he/she could have used in the year of retirement.

ARTICLE XXII

STRIKES AND OTHER JOB ACTION

Section 22.01

The Union membership recognizes and acknowledges the existing law of the State of New Jersey in-

cluding Chapter 123 relating to the right of public employees to strike.

The Union will not authorize or sanction any strike or job action during the term of this Agreement.

ARTICLE XXIII

ADMINISTRATIVE CODE, ADMINISTRATIVE MANUAL AND RULES AND REGULATIONS

Section 23.01

The employee hereby recognizes and agrees that the Administrative Code, Personnel Handbook of the Employer and the rules and regulations of the Employer continue in full force and effect with respect to the employees as they presently exist, including any amendments thereto, and are operative as to the employees, unless specific provisions are set forth herein in contravention of the matters set forth therein, in which event the provisions of this Agreement shall prevail.

ARTICLE XXIV

APPLICABLE LAWS

Section 24.01

The provisions of this Agreement shall be subject to and shall not annul or modify existing applicable provisions of Federal, State and Local laws and ordinances or any properly enacted amendments, additions or deletions thereto, except as specifically permitted thereby.

ARTICLE XXV

GENERAL PROVISIONS

Section 25.01

The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of the terms and conditions herein.

Section 25.02

Bulletin boards shall be made available by the Employer at each of the work locations for the exclusive use of the Union for the purpose of posting Union announcements and other information of a non-controversial nature.

Section 25.03

It is understood and agreed that if any portion of this Agreement be held unlawful and unenforceable by any court of competent jurisdiction such decision of the court shall apply only to the specific portion of the Agreement affected by such decision, whereupon the parties agree immediately to negotiate a substitute for the invalidated portion thereof.

Section 25.04

It is agreed that representatives of the Employer and representatives of the Union will meet from time to time upon request of either party to discuss matters of general interest or concern, matters which are not necessarily a grievance as such.

Section 25.05

Within sixty (60) days after signing this Agreement, the City will reproduce this Agreement in suf-

ficient quantity so that each employee covered by this Agreement may receive a copy and so that there are sufficient additional copies for distribution to employees hired during the term of this Agreement and forty (40) additional copies for use by the Union.

The Union agrees to reimburse the City one-third of the cost of reproducing the Agreement.

ARTICLE XXVI

WAGES - PAY SCALES

Section 26.01

In 1983, each employee shall receive a salary increase of 5% across the board. There shall be no layoffs due to a reduction in force in 1983.

In 1984, each employee shall receive a salary increase of 5% or the average of the Philadelphia and New York Area Consumer Price Indices for October to October, whichever is greater.

Increments shall be given in 1983 and 1984. Effective December 31, 1984, increments will be earned on the basis of merit. With respect to the implementation of a system of awarding increments on the basis of merit, any such plan shall be negotiated with the Union and reduced to writing with mutually acceptable guidelines before being put into effect.

ARTICLE XXVII

AUTOMOBILE ALLOWANCES

Section 27.01

Compensation to City employees working in jobs where use of private cars for properly authorized

and verified City business is required by the City, shall be twenty-five cents (25¢) per mile during the life of this Agreement.

Section 27.02

If the price of gasoline now agreed to be at \$1.189 per gallon for unleaded regular gasoline increases ten cents (10¢) per gallon during the life of this Agreement, the compensation shall automatically increase by one cent (1¢) per mile. Similarly, if the price per gallon of unleaded regular gasoline decreases ten cents (10¢) per gallon during the life of this Agreement, the compensation shall automatically decrease by one cent (1¢) per mile.

Section 27.03

Those employees listed in Section 9.260 of the City of Trenton Personnel Handbook and designated by an asterisk (*) in Appendix A, upon presentation to the Assistant Business Administrator of documentation of the employee's automobile insurance policy having liability coverage amounting to at least \$100,000/\$300,000 and property damage amounting to \$25,000, shall be reimbursed by the City up to one hundred and fifty (\$150) dollars per year toward the cost of such insurance.

This reimbursement will be paid every six months, each payment being \$75, upon presentation of documentation of required coverage.

Section 27.04

There is no obligation on the part of the employee to provide his/her own transportation in the performance of his/her employment responsibilities.

ARTICLE XXVIII

Section 28.01

The City shall continue to provide job-related training opportunities in order to afford its employees an opportunity to enhance their skills and undertake higher responsibilities. The extent of the training opportunities are, of course, directly related to the availability of funds. When such authorized training occurs during working hours, the employee shall be considered present at his/her assignment.

Section 28.02

The Employer agrees to meet with the Union to devise ways to recognize and reward good employees. Such discussions may include, but are not limited to a bonus system, an awards program, or an annual awards dinner.

ARTICLE XXIX

TERMINATION

Section 29.01

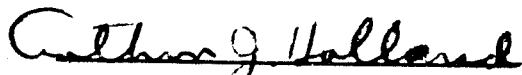
This Agreement shall be effective as of the first day of January, 1983 and shall remain in full force and effect until the 31st day of December, 1984. It shall be automatically renewed thereafter unless either party shall notify the other in writing 90 days prior to the anniversary date that it desires to modify this Agreement. In the event that such notice is given, negotiations shall begin not later than 60 days prior to the anniversary date. This Agreement shall remain in full force and be effective during the period of negotiations and until notice of ter-


mination of this Agreement is provided to the other party in the manner set forth in the following paragraph.

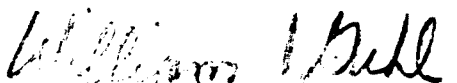
In the event that either party desires to terminate this Agreement, written notice must be given to the other party not less than ten (10) days prior to the desired termination date which shall not be before the anniversary date set forth in the preceding paragraph.

IN WITNESS WHEREOF, the City of Trenton has caused its corporate seal to be affixed hereto and attested by its City Clerk and these presents to be signed by its Mayor, and the Union has caused its proper corporate seal to be hereto affixed the day and year first above written.

CITY OF TRENTON TRENTON, N.J. SUPERVISORY
EMPLOYEES LOCAL NUMBER
2281 OF THE AMERICAN FED-
ERATION OF STATE, COUNTY
AND MUNICIPAL EMPLOYEES,
AFL-CIO


Arthur J. Holland,
Mayor


Edward Campbell,
President


William J. Guhl,
Business Administrator


Walter Krawczun,
Vice President

Richard J. Porth

Richard J. Porth,
Assistant Business
Administrator

Albert Vrancik

Albert Vrancik,
Secretary

Philip McHugh

Philip McHugh
Personnel Officer

Walter Motchnik

Walter Motchnik,
Treasurer

Susan Kutliroff

Susan Kutliroff,
Negotiating Committee

Albert Petruccio

Albert Petruccio,
Negotiating Committee

Richard Cubberley

Richard Cubberley,
Negotiating Committee

ATTEST:

Eugene Kalinowski

Eugene Kalinowski,
City Clerk

APPENDIX A

TITLE	SALARY RANGE 1983	SALARY RANGE 1984
Administrative Analyst and Public Information Officer	\$22,098-28,740	\$23,203-30,175
Assistant Chief Accountant	21,050-27,344	
Assistant Chief Accountant, Health Center	20,914-26,938	21,960-28,284
Assistant Chief Housing Inspector*	20,047-26,065	21,049-27,367
Assistant Chief Pumping Station Operator	14,244-18,522	14,996-19,450
Assistant Chief Sanitary Inspector*	20,047-26,065	21,049-27,367
Assistant Administrator, Health Center	22,098-28,740	23,203-30,175
Assistant Director of Property Improvement	21,050-27,344	22,103-28,709
Assistant General Superintendent and Assistant Chief Engineer	28,336-36,835	29,753-38,681
Assistant Municipal Tax Collector	22,098-28,740	23,203-30,175
Assistant Planning Director	24,363-31,677	25,581-33,261

Assistant Police and Fire System Superintendent	18,182-23,648	19,091-24,833
Assistant Purchasing Agent	21,050-27,344	22,103-28,709
Assistant Sanitation Superintendent	18,182-23,648	19,091-24,833
Assistant Water Superintendent	18,182-23,648	19,091-24,833
Building Subcode Official	22,098-28,740	23,203-30,175
Building Superintendent	16,493-21,431	17,318-22,502
Chief Assistant Assessor*	22,098-28,740	23,203-30,175
Chief, Bureau of Property Management	22,098-28,740	23,203-30,175
Chief, Bureau of Property Maintenance	22,098-28,740	23,203-30,175
Chief Housing Inspector	22,098-28,740	23,203-30,175
Chief of Traffic Maintenance Operations	20,047-26,065	21,049-27,367
Chief of Water Quality	21,050-27,344	22,103-28,709
Chief Pharmacist	26,861-34,919	28,204-36,664
Chief Pumping Station Operator	16,493-21,431	17,318-22,502
Chief Sanitary Inspector*	22,098-28,740	23,203-30,175

TITLE	SALARY RANGE 1983	SALARY RANGE 1984
Chief Sewage Plant Operator	16,493-21,431	17,318-22,502
Chief Water Treatment Plant Operator	16,493-21,431	17,318-22,502
Clinical Psychologist	21,050-27,344	22,103-28,709
Construction Official	24,363-31,677	25,581-33,261
Coordinator of Volunteers	18,182-23,648	19,091-24,833
Coordinator of Medical Records	22,098-28,740	23,203-30,175
Deputy Municipal Disaster Control Director	14,954-19,442	15,702-20,412
Director of Property Improvement	22,098-28,740	23,203-30,175
Director of Public Health Nursing Services	23,207-30,155	24,367-31,663
Electrical Subcode Official	22,098-28,740	23,203-30,175
Field Representative, Health Education	18,182-23,648	19,091-24,833
General Foreman, Streets m/w	16,493-21,431	17,318-22,502
General Parks Foreman m/w	16,493-21,431	17,318-22,502
Head Clinic Nurse	18,182-23,648	19,091-24,833

Health Educator, Health Center	22,098-28,740	23,203-30,175
Maintenance Superintendent	16,493-21,431	17,318-22,502
Municipal Court Clerk (Typing)	15,708-20,418	16,493-21,437
Mental Health Coordinator	22,098-28,740	23,203-30,175
Nurse Coordinator, Patient Assistance and Maternal and Infant Care Services	18,182-23,648	19,091-24,833
Plumbing Subcode Official	22,098-28,740	23,203-30,175
Police and Fire Signal System Superintendent	28,872	30,316
Principal Assistant Assessor	19,088-24,830	20,042-26,072
Principal Community Service Planner	22,098-28,740	23,203-30,175
Principal Engineer	19,088-24,830	20,042-26,072
Principal Planner	22,098-28,740	23,203-30,175
Program Coordinator, Special Events	22,098-28,740	23,203-30,175
Program Coordinator, WIC Program	22,098-28,740	23,203-30,175
Project Coordinator, Construction*	22,098-28,740	23,203-30,175
Project Coordinator, Workfare	22,098-28,740	23,203-30,175

TITLE	SALARY RANGE 1983	SALARY RANGE 1984
Psychiatric Social Worker	20,047-26,065	21,049-27,367
Public Health Educator	20,047-26,065	21,049-27,367
Public Health Nurse Supervisor	22,098-28,740	23,203-30,175
Recreation and Parks Maintenance Superintendent	20,047-26,065	21,049-27,367
Registrar of Vital Statistics	17,277-21,987	18,141-23,085
Senior Administrative Analyst	20,047-26,065	21,049-27,367
Senior Architect	22,098-28,740	23,203-30,175
Senior Field Representative (Disease Control)	20,047-26,065	21,049-27,367
Senior Landscape Architect	22,098-28,740	23,203-30,175
Senior Management Analyst	22,098-28,740	23,203-30,175
Senior Youth Services Counselor	22,098-28,740	23,203-30,175
Sanitation Superintendent	21,050-27,344	22,103-28,709
Street Superintendent	21,050-27,344	22,103-28,709
Sewage Plant Superintendent	20,047-26,065	21,049-27,367

Sewer Superintendent	20,047-26,065	21,049-27,367
Social Case Work Supervisor	18,182-23,648	19,091-24,833
Superintendent of Pumping and Maintenance	21,050-27,344	22,103-28,709
Supervising Electrical Inspector*	20,047-26,065	21,049-27,367
Supervising Engineer	22,098-28,740	23,203-30,175
Supervising Building Inspector*	20,047-26,065	21,049-27,367
Supervising Plumbing Inspector*	20,047-26,065	21,049-27,367
Supervising Program Analyst	18,400-22,876	19,320-24,018
Supervisor of Administrative Services	23,207-30,155	24,367-31,663
Supervisor of Clinic Nurses	22,098-28,740	23,203-30,175
Supervisor of Customer Services	14,628-17,802	15,359-18,689
Supervisor of Data Processing Operations	18,308-22,760	19,223-23,897
Superintendent of Public Property	21,050-27,344	22,103-28,709
Superintendent of Weights and Measures	18,064-22,774	18,967-23,911
Supervisor of Radio Maintenance	17,317-22,519	18,183-23,643

TITLE	SALARY RANGE 1983	SALARY RANGE 1984
Supervisor of Water Meter Readers	16,493-21,431	17,318-22,502
Supervisor of Water Meter Repairs	16,493-21,431	17,318-22,502
Tree Superintendent	16,493-21,431	17,318-22,502
Urban Renewal Supervisor	22,098-28,740	23,203-30,175
Violations Clerk	15,708-20,418	16,493-21,437
Water Superintendent	20,047-26,065	21,049-27,367
Water Treatment Plant Superintendent	20,047-26,065	21,049-27,367

APPENDIX B

Job titles to receive overtime pay are the following;

Assistant Chief Housing Inspector
Assistant Chief Sanitary Inspector
Assistant Chief Pumping Station Operator
Assistant Director of Property Improvement
Building Superintendent
Chief of Traffic Maintenance Operations
Chief Pumping Station Operator
Chief Sewage Plant Operator
Chief Water Treatment Plant Operator
General Parks Foreman
General Streets Foreman
Maintenance Superintendent (Sewage Plant)
Municipal Court Clerk (Typing)
Registrar of Vital Statistics
Supervising Building Inspector
Supervising Electrical Inspector
Supervising Plumbing Inspector
Supervisor of Water Meter Readers
Supervisor of Water Meter Repairs
Tree Superintendent

All other titles of this unit do not receive paid overtime.

APPENDIX C
1983 SALARY TABLE

Increment	Min.	1st	2nd	3rd	4th	5th	Max.
713	14,244	14,957	15,670	16,383	17,096	17,809	18,522
529	14,628	15,157	15,686	16,215	16,744	17,273	17,802
748	14,954	15,702	16,450	17,198	17,946	18,694	19,442
610	15,676	16,286	16,896	17,506	18,116	18,726	19,336
785	15,708	16,493	17,278	18,063	18,848	19,633	20,418
823	16,493	17,316	18,139	18,962	19,785	20,608	21,431
785	17,277	18,062	18,847	19,632	20,417	21,202	21,987
867	17,317	18,184	19,051	19,918	20,785	21,652	22,519
785	18,064	18,849	19,634	20,419	21,204	21,989	22,774
911	18,182	19,093	20,004	20,915	21,826	22,737	23,648
742	18,308	19,050	19,792	20,534	21,276	22,018	22,760
746	18,400	19,146	19,892	20,638	21,384	22,130	22,876
957	19,088	20,045	21,002	21,959	22,916	23,873	24,830
1,003	20,047	21,050	22,053	23,056	24,059	25,062	26,065
1,004	20,914	21,918	22,922	23,926	24,930	25,934	26,938
1,049	21,050	22,099	23,148	24,197	25,246	26,295	27,344
1,107	22,098	23,205	24,312	25,419	26,526	27,633	28,740
1,158	23,207	24,365	25,523	26,681	27,839	28,997	30,155
1,219	24,363	25,582	26,801	28,020	29,239	30,458	31,677
1,343	26,861	28,204	29,547	30,890	32,233	33,576	34,919
1,417	28,336	29,753	31,170	32,587	34,004	35,421	36,838

**APPENDIX D
1984 SALARY TABLE**

Increment	Min.	1st	2nd	3rd	4th	5th	Max.
749	14,956	15,705	16,454	17,203	17,952	18,701	19,450
555	15,359	15,914	16,469	17,024	17,579	18,134	18,689
785	15,702	16,487	17,272	18,057	18,842	19,627	20,412
641	16,460	17,101	17,742	18,383	19,024	19,665	20,306
824	16,493	17,317	18,141	18,965	19,789	20,613	21,437
864	17,318	18,182	19,046	19,910	20,774	21,638	22,502
824	18,141	18,965	19,789	20,613	21,437	22,261	23,085
910	18,183	19,093	20,003	20,913	21,823	22,733	23,643
824	18,967	19,791	20,615	21,439	22,263	23,087	23,911
957	19,091	20,048	21,005	21,962	22,919	23,876	24,833
779	19,223	20,002	20,781	21,560	22,339	23,118	23,897
783	19,320	20,103	20,886	21,669	22,452	23,235	24,018
1,005	20,042	21,047	22,052	23,057	24,062	25,067	26,072
1,053	21,049	22,102	23,155	24,208	25,261	26,314	27,367
1,054	21,960	23,014	24,068	25,122	26,176	27,230	28,284
1,101	22,103	23,204	24,305	25,406	26,507	27,608	28,709
1,162	23,203	24,365	25,527	26,689	27,851	29,013	30,175
1,216	24,367	25,583	26,799	28,015	29,231	30,447	31,663
1,280	25,581	26,861	28,141	29,421	30,701	31,981	33,261
1,410	28,204	29,614	31,024	32,434	33,844	35,254	36,664
1,488	29,753	31,241	32,729	34,217	35,705	37,193	38,681

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